

Zenzo Digital
Net Zero &
Carbon Reduction Policy
(Updated for 2050 Net Zero)

1. Policy Statement

Zenzo Digital recognises the urgent need to reduce greenhouse gas emissions in line with global efforts to limit climate change, including commitments under the Paris Agreement.

We are committed to achieving net zero greenhouse gas emissions by 2050 at the latest, in alignment with the UK Net Zero 2050 target.

Our approach prioritises measuring, reducing, and eliminating emissions across our operations and value chain, while only using carbon offsetting for residual emissions that cannot be removed.

2. Scope

This policy applies to all emission sources defined under the Greenhouse Gas Protocol:

- **Scope 1:** Direct emissions (e.g. company-owned vehicles, onsite fuel use)
- **Scope 2:** Indirect emissions from purchased electricity
- **Scope 3:** All other indirect emissions, including:
 - Business travel and commuting
 - Purchased goods and services
 - Digital infrastructure and hosting
 - Waste and supply chain activities

3. Net Zero Commitment

Zenzo Digital commits to:

- Achieve net zero emissions by 2050
- Establish a measured carbon baseline (Scopes 1, 2, and relevant Scope 3) by 2026
- Set science-aligned reduction targets consistent with limiting warming to 1.5°C
- Reduce emissions before considering offsetting
- Review targets every 2–3 years in line with best practice

4. Carbon Reduction Strategy

a. Energy and Office Management

- Transition to 100% renewable electricity by 2028
- Improve energy efficiency through smart controls and low-energy equipment
- Consider green building standards when selecting office space
- Explore opportunities for onsite or local renewable generation

b. Business Travel and Commuting

- Maintain a digital-first approach to meetings
- Introduce a travel hierarchy (avoid → reduce → replace → offset)
- Encourage low-carbon commuting (public transport, cycling, EVs)
- Phase out high-emission travel where viable alternatives exist

c. Digital Infrastructure and Technology

- Work with hosting providers committed to renewable-powered data centres
- Monitor and reduce digital carbon footprint (e.g. website optimisation, efficient coding)
- Incorporate sustainability into digital design and delivery practices
- Assess suppliers' alignment with net zero targets

d. Procurement and Supply Chain (Scope 3 Focus)

- Prioritise suppliers with credible net zero commitments
- Integrate carbon considerations into procurement decisions
- Engage key suppliers to measure and reduce their emissions
- Reduce embodied carbon by favouring low-impact goods and services

e. Waste and Resource Management

- Maintain zero waste to landfill
- Reduce material consumption and eliminate single-use items
- Promote reuse, recycling, and circular economy principles

5. Targets and Milestones

Near-Term (by 2030)

- Reduce Scope 1 and 2 emissions by at least 90% from baseline
- Reduce key Scope 3 emissions (travel, suppliers, hosting) by at least 50%
- Achieve 100% renewable electricity

Medium-Term (2030–2040)

- Continue reducing supply chain emissions
- Transition to low-carbon suppliers and infrastructure
- Eliminate remaining avoidable emissions

Long-Term (by 2050)

- Achieve net zero emissions across all scopes
- Neutralise residual emissions through verified carbon removal projects only (not avoidance offsets)

6. Carbon Offsetting Approach

- Offsetting will be used only as a last resort
- Preference given to verified carbon removal schemes (e.g. afforestation, carbon capture)
- All offsets must meet recognised standards (e.g. Gold Standard, VCS)

7. Monitoring, Reporting and Transparency

Zenzo Digital will:

- Measure and report emissions annually
- Track progress against targets and publish updates where required
- Include carbon reporting in tenders and client communications
- Continuously improve data accuracy, particularly for Scope 3 emissions

8. Governance and Responsibility

- The Managing Director is accountable for delivery of this policy
- A designated sustainability lead will oversee implementation and reporting
- All employees are expected to support carbon reduction initiatives

9. Review

This policy will be reviewed annually and updated to reflect:

- Advances in best practice
- Changes in regulation
- Progress toward net zero

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